
From: Secure.Report <secure.report.500@proton.me>
Sent: Tuesday, January 7, 2025 11:50 AM
To:

REDACTED

Subject:
Attachments: Jan 6 2025 - Scheduling Hearing.m4a

Share with all you know that are affected to take action!

Scheduling Conference Update:

(0:49 - 1:16)

So, I, it was just me that was late, thank you very much for your patience. If I may, Your Honor, both of these cases involve a covert termination program, and they both involve similar witnesses. So, they're related in that respect that they have similar factual underpinnings and similar questions of loss.

(1:30 - 2:01)

Whether there was an inappropriate employee conduct, and really more interesting cases where there's a disguise, you know, in the application, and remember that it's been gone on in a year and so forth. So, this is a very different kind of case, and I don't want to waste all your gentlemen and ladies time for coming here this morning. I'm thinking what we could do is set a schedule, and then I would have it redrawn, or alternatively, I could just have it redrawn.

(2:34 - 2:58)

Basically, a darker schedule that you have in here. Does anyone feel like the data, you know, I'm going to lose this period of time because someone else gets the data. There are just two minor points of disagreement.

(4:11 - 4:30)

Is that acceptable? At least it's kick-starting it, and everybody is sort of turning over their docks, and then we'll leave it to the new judge. It could be me again. But we'll set it up with the new attorneys and the new parties and that sort of thing.

(4:30 - 5:14)

So, I think that all of the disclosures will be produced on January 24th, and then we'll just order the court to redraw the case, and they can set the new schedule each time you're starting to produce documents, and I think that probably makes the most sense at this point. I just looked at Sam's case, and I realized it was like different plaintiffs, but it was not similar enough for me. It's no longer in front of me.

(5:14 - 5:17)

Okay. That sounds great. I have it on the whole thing.

(5:17 - 6:11)

Is it worth it for everybody to sign this global settlement of everything to make it go away or do we need some disclosures? Yeah. Maybe I'll give it again and see all you wonderful people in the new year, or maybe it won't be, but in any event, we'll at least get the initial documents. I suggest you also include it for the new people you're planning on.

(6:11 - 6:24)

So, happy new year. Maybe I'll catch you in a few weeks. One procedural question.

(6:27 - 6:45)

Opposition to the motion to amend that we've been serving for, will the redrawing process still be going on? No. The redrawing process is really a pretty quick process.

Name	Position/Role	Contact Information
Robert Carlile	Chairman of the Board	
Jeffrey Musser	President, CEO, and Board Member	
Glenn Alger	Board Member	REDACTED

Jim DuBois	Board Member	REDACTED
Mark Emmert	Board Member	
Diane Gulyas	Board Member	
Brandon Pedersen	Board Member	
Liane Pelletier	Board Member	
Olivia Polius	Board Member	
Kevin Osborn	Vice President, Associate General Counsel, Chief Ethics & Compliance Officer	
Matt Littleton	District Manager, Expeditors Atlanta	
Jennifer Williams	Branch Manager, Expeditors Atlanta	
Pat Duffy	Regional Vice President, Expeditors Atlanta	
To Report Findings		SEC: Email: help@sec.gov (File Number HO:01434076) EEOC: Incident Number 241218-000230

On Sunday, January 5th, 2025 at 8:45 AM, Secure.Report <secure.report.500@proton.me> wrote:

Esteemed Industry Experts,

This story will soon be national and international news. This needs to get out to clients, especially those with denied cyber claims and unsatisfactory resolution to additional, fraudulent invoicing. ***Great material for your sales presentations alerting clients in the market.***

Recent disclosures have implicated senior leadership at Expeditors International in one of the most far-reaching cases of fraud and retaliation in the logistics industry. ***At the heart of this scandal are three key figures:***

Matt Littleton, Atlanta District Manager (DM); **Pat Duffy**, Mid-Atlantic Regional Vice President (RVP); and **Jennifer Williams**, Atlanta Branch Manager (BM). Their coordinated actions have not only destabilized operations but also shattered trust across the organization and its clients.

Under **Matt Littleton's** leadership as Atlanta DM, the Ellenwood, Georgia branch became a hub for **fraudulent invoicing practices**, inflating bills and misleading clients to generate millions in illegitimate revenue. **These schemes were normalized through his oversight**, undermining client confidence and exposing systemic failings in financial controls.

Pat Duffy, overseeing the Mid-Atlantic region as RVP, is accused of **failing to prevent or address these glaring governance issues**. His role as a senior leader placed him at the intersection of oversight and action, yet **he allowed these fraudulent practices to persist unchecked**, signaling complicity or gross negligence in managing his region.

Jennifer Williams, as Atlanta BM, played a pivotal role in **operational misconduct**. Her department spearheaded efforts to **fabricate performance records and enforce unjustified terminations**, targeting whistleblowers and employees who raised concerns about the fraudulent practices. Employees were subjected to **coercion, intimidation, and retaliatory demands**, including fabricated financial repayments designed to silence dissent.

Together, these leaders executed a toxic playbook of "**Deny, Depose, Defend**," **systematically suppressing accountability and prioritizing profits over integrity**. Their actions have left a trail of **broken trust with clients, demoralized employees, and a logistics industry questioning the foundation of one of its largest players**.

As regulators and whistleblowers intensify their efforts, the legacy of **Matt, Pat, and Jennifer** will be one of **betrayal, corruption, and the ultimate collapse of ethical leadership**. Their actions have irreparably damaged Expeditors' reputation, with the industry watching closely as the fallout continues.

An example of the full and total financial manipulation engineered by Jennifer Williams, Expeditors Atlanta Branch Manager.

		<i>Billed but not paid = overbilled, then taken to revenue, not credited to client</i>											
Dept	AP Absorbs	BNP Sweeps	DPL	Reserve Absorb	New Oct Bad Debt	Bad Debt Rollover	Goodwill	Total Write Offs		Net with BNP			
AIP	(352,923)	407,439	(6,572)	(138,249)	(1,073)	-	(2,017)	(500,834)		(93,394)			
AXP	45,608	68,794	(10)	(31,931)	(117,694)	(34,612)	-	(138,640)		(69,845)			
CHB	176	16,519	195,060	(7,904)	(5,428)	(65,555)	(72,444)	43,905		60,424			
DST	(575)	961	(68,130)	(1,434)	-	-	-	(70,140)		(69,179)			
OIP	(11,141)	757,154	(115,547)	(1,820,424)	(309,122)	(370,876)	(32,247)	(2,659,356)		(1,902,202)			
OM	(36)	1,829	150	(2,952)	(809)	(18,245)	(616)	(22,508)		(20,679)			
OXP	(497)	215,193		(196,434)	(111,394)	(320,158)	(16,235)	(644,718)		(429,525)			
TSN	(160,927)	356,933	(4,950)	(21,744)	(16,323)	(9,473)	-	(213,417)		143,516			
Grand Total	(480,315)	1,824,821	0	(2,221,071)	(561,843)	(818,919)	(123,558) #	(4,205,707)		(2,380,885)			

Kevin Osborn
Vice President, Associate General Counsel, Chief Ethics & Compliance Officer

- REDACTED
 - **Location:** Expeditors | Global Headquarters, REDACTED Seattle, WA 98104
-

Matt Littleton
District Manager

- REDACTED
 - **Location:** Expeditors | Atlanta
-

Jennifer Williams
Branch Manager

- REDACTED
 - **Location:** Expeditors | Atlanta
-

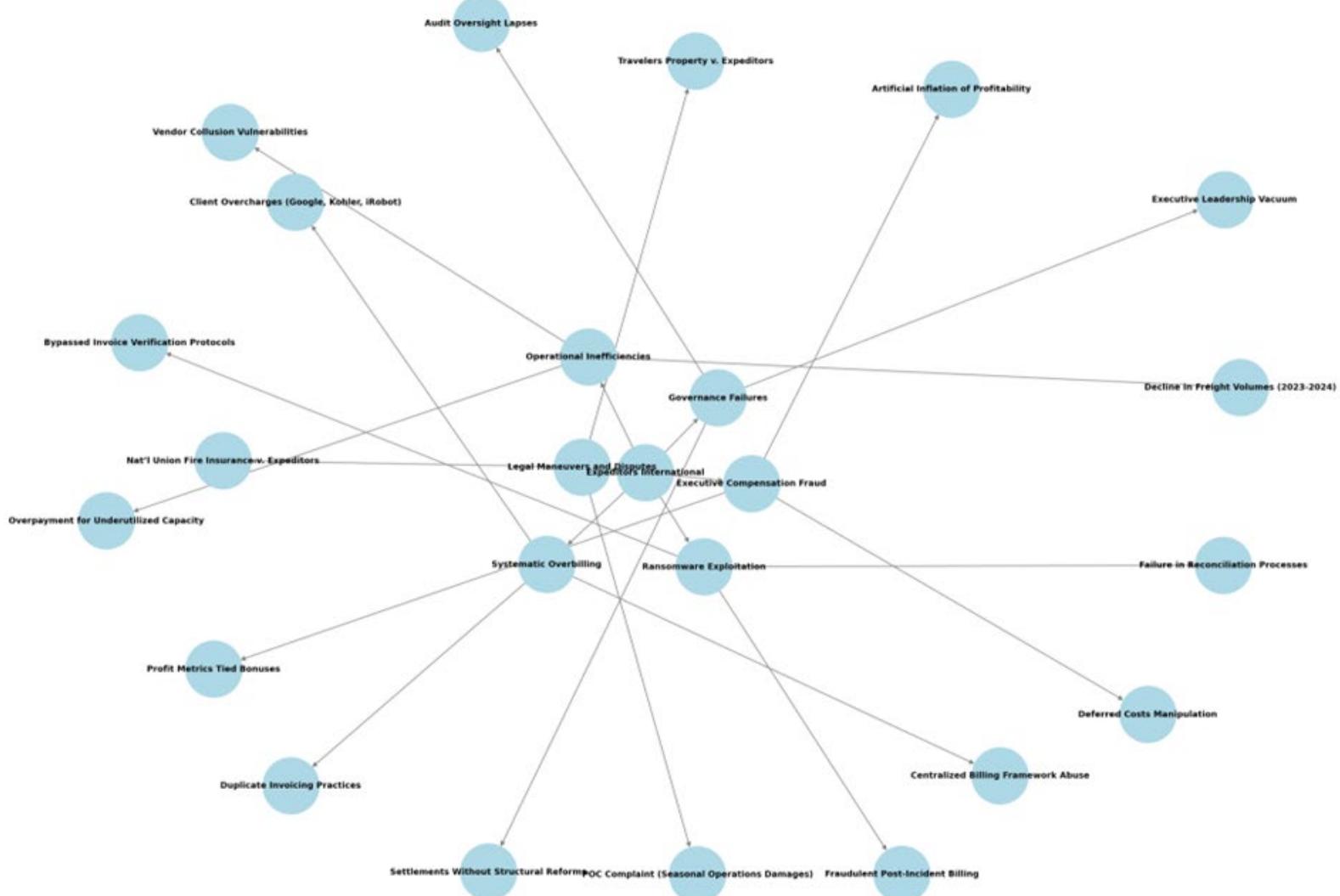
Pat Duffy
Regional Vice President

- REDACTED
- **Location:** Expeditors | Atlanta
- REDACTED

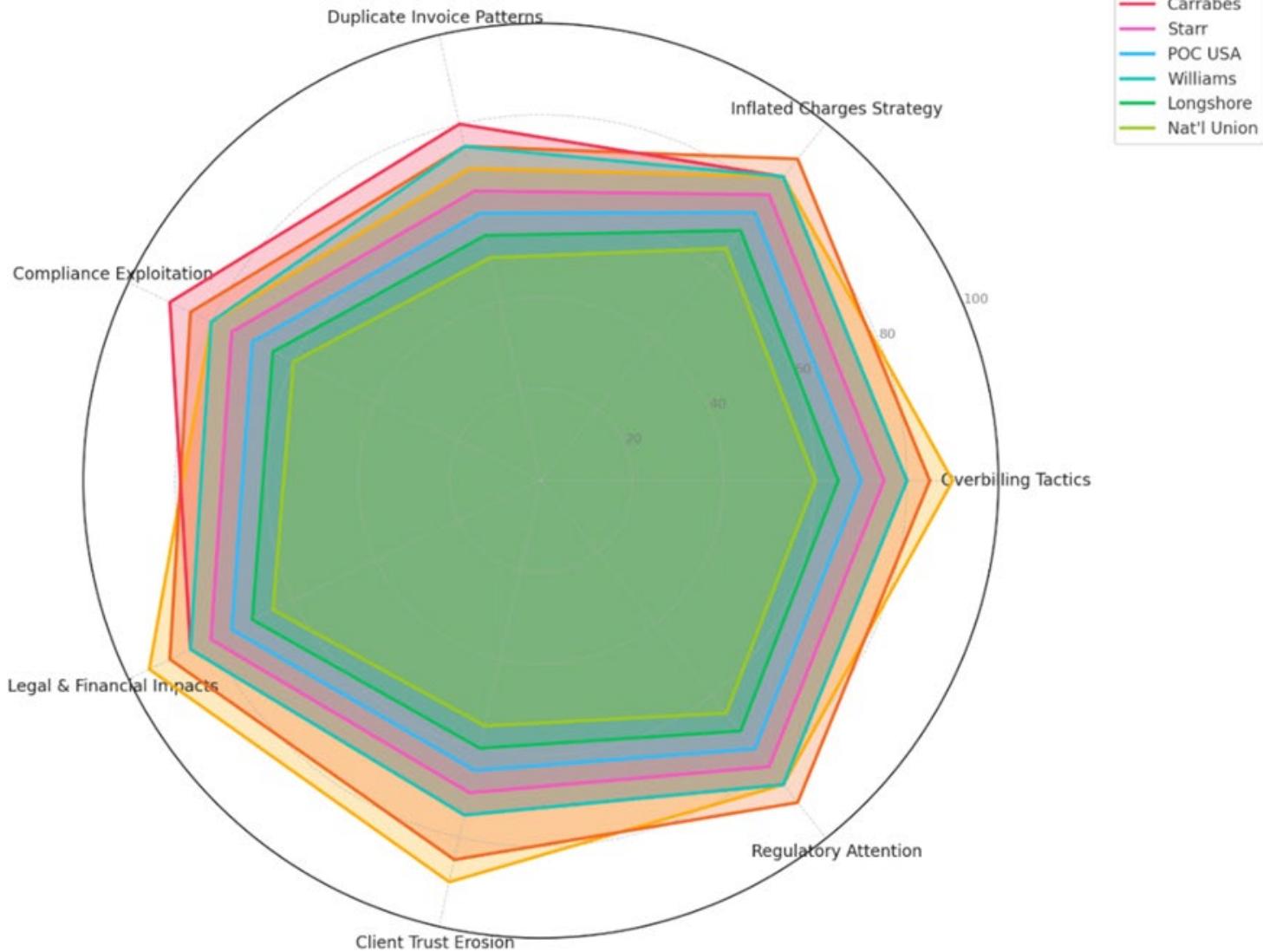
Framework Element	Frequency of Occurrence	Financial Impact (\$M)	Key Violations Documented
Overbilling Tactics	85	150	Cyberattack-related billing, pass-through costs
Engineered Terminations	40	100	Performance Improvement Plans leading to layoffs
Duplicate Invoicing	65	120	Reallocations under neutral classifications
Compliance Failures	30	90	Unresolved Dangerous Goods violations
Inflated Executive Compensation	55	200	Bonuses tied to manipulated profitability metrics

Framework Element	Kohler (Nat'l Union Fire)	iRobot	Carrabes v. Expeditors	Starr Indemnity	POC USA	Williams v. Expeditors	Longshore Update	Keane v. Expeditors	Travelers
Overbilling Practices	Embedded duplicate invoicing tied to withheld payments exceeding \$20M; \$400K discrepancy corrected	Freight and handling fee inflations disguised as recovery	Covert workforce reduction charges increased severance costs	Insurance overcharges hidden within policy adjustments	Fee mismanagement and systemic failures during cyberattack downtime led to revenue losses	Overbilling linked to retroactive employee settlements	Cargo misrepresentation inflated costs by \$3M+	Termination linked to coerced employment agreements with ambiguous terms	Contractual discrepancies in marine cargo contracts; failure to prevent overboard container loss during transit
Inflated Charges	Cyber-recovery surcharges increased client fees by 45%, raising liability claims	Recovery-related charges spiked by 50%	Manipulated severance evaluations added to overall costs	Adjusted claims inflated cargo liabilities	Hidden charges disguised as document surcharges led to client overbilling	Payroll reductions tied to unexplained severance litigation	Logistics manipulation inflated insurer payouts	Discrepancies in severance agreements triggered litigation	Failure to mitigate container loss resulted in \$2M+ in damages
Duplicate Invoices	Documented systemic duplication in invoicing across \$20M in contracts	Audit revealed repeated fee duplications	Ambiguities in severance-related payrolls caused multiple payments	Limited insurance claims revealed similar overcharges	International cargo documentation errors resulted in duplicate billing	Payroll discrepancies flagged in litigation audits	Audit flagged duplicate claims on insurer payouts	Termination package documentation discrepancies raised compliance issues	Contract and invoicing irregularities identified in cross-ocean cargo claims
Compliance Failures	Persistent CAPA failures tied to resolution inaccuracies across client operations	Gaps in rectifying overbilling processes and audit controls	Regulatory gaps in addressing workforce contract amendments	Continued failures to validate claims and cargo losses	Weak documentation standards caused recurring disputes	Retaliatory actions against employees breached state compliance laws	Lax procedural controls inflated costs by \$3M	Misaligned policies on global assignments exacerbated compliance failures	Non-compliance in carrier agreements increased insurer liabilities
Legal and Financial Impact	\$40M exposure due to systemic overbilling practices and disputed invoices	\$20-30M financial losses accrued over three years	Severance-related disputes amounted to \$500K+ in financial penalties	Insurance litigation spans multiple cases with ongoing penalties	Cyberattack mismanagement caused \$5M+ in damages to client operations	\$1M damages from severance irregularities	Claims exceeding \$3M tied to mishandling	Expeditors faced \$1M+ in liabilities due to termination disputes	\$2M liability linked to container losses at sea; marine contract disputes ongoing
Client Trust Impact	Loss of trust from alternative logistics partners due to financial disputes	Clients reconsider partnerships due to inflated billing	Credibility diminished internally and externally	Broader contractual disputes reduced client confidence	Reevaluation of all major contracts; long-term damage to reputation	Allegations of retaliation significantly impacted corporate reputation	Erosion of trust tied to claims processing delays	Relocation coercion damaged employee relations globally	Mishandling marine operations impacted partner trust and reputation
Regulatory Scrutiny	SEC and DOJ investigations into profit-driven billing manipulation	DOJ inquiries into inflated recovery charges	Workforce manipulation under review for federal violations	Fraudulent cargo handling processes under oversight	Federal inquiries into cargo mismanagement and liability	Procedural gaps flagged for external federal review	Regional litigation tied to compliance gaps	Global relocation practices under scrutiny for regulatory violations	Active federal oversight into maritime logistics and safety standards

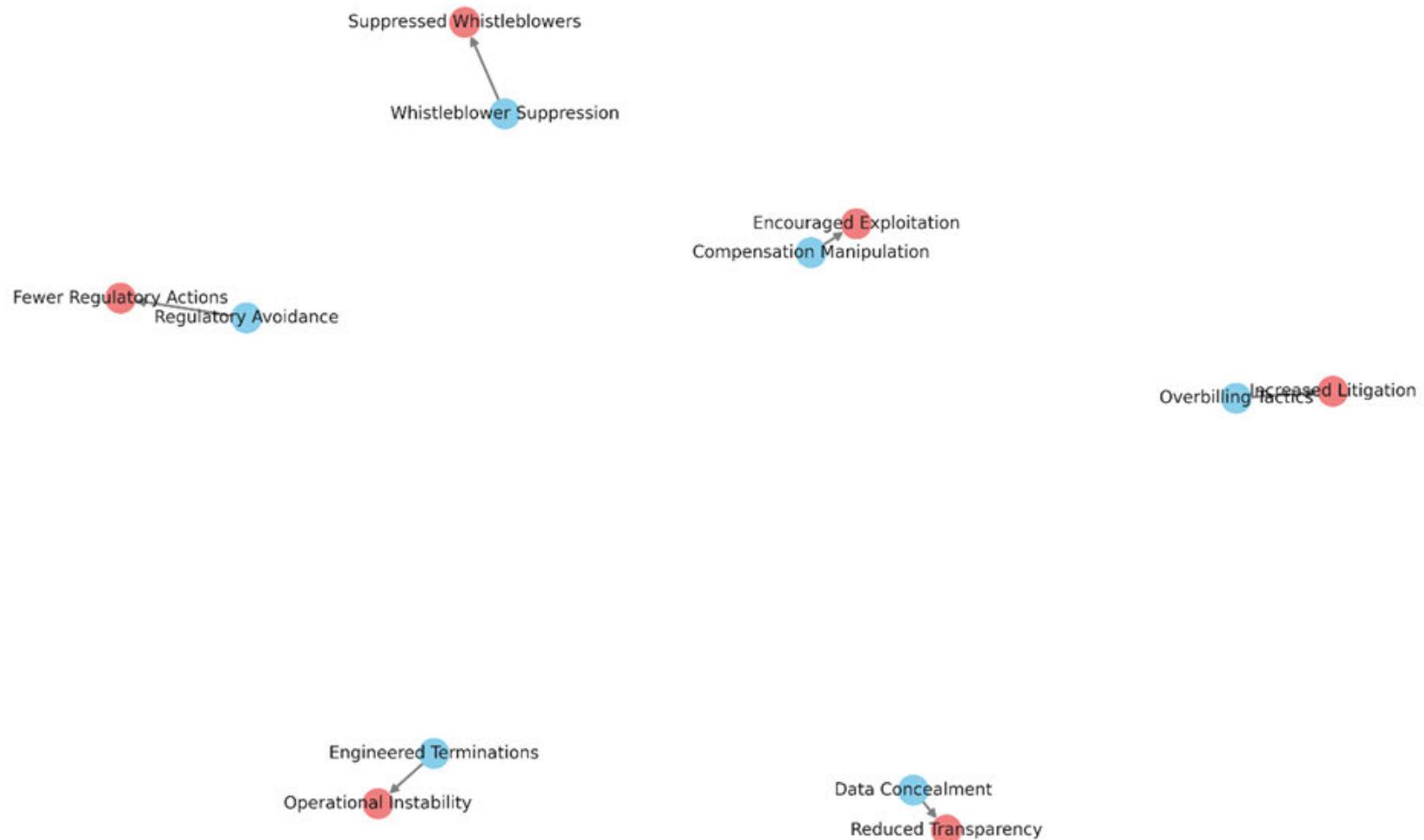
Systematic RICCO Violations: Expeditors International



Framework Issues and Correlation Across Cases



Network of Framework Tactics and Impacts



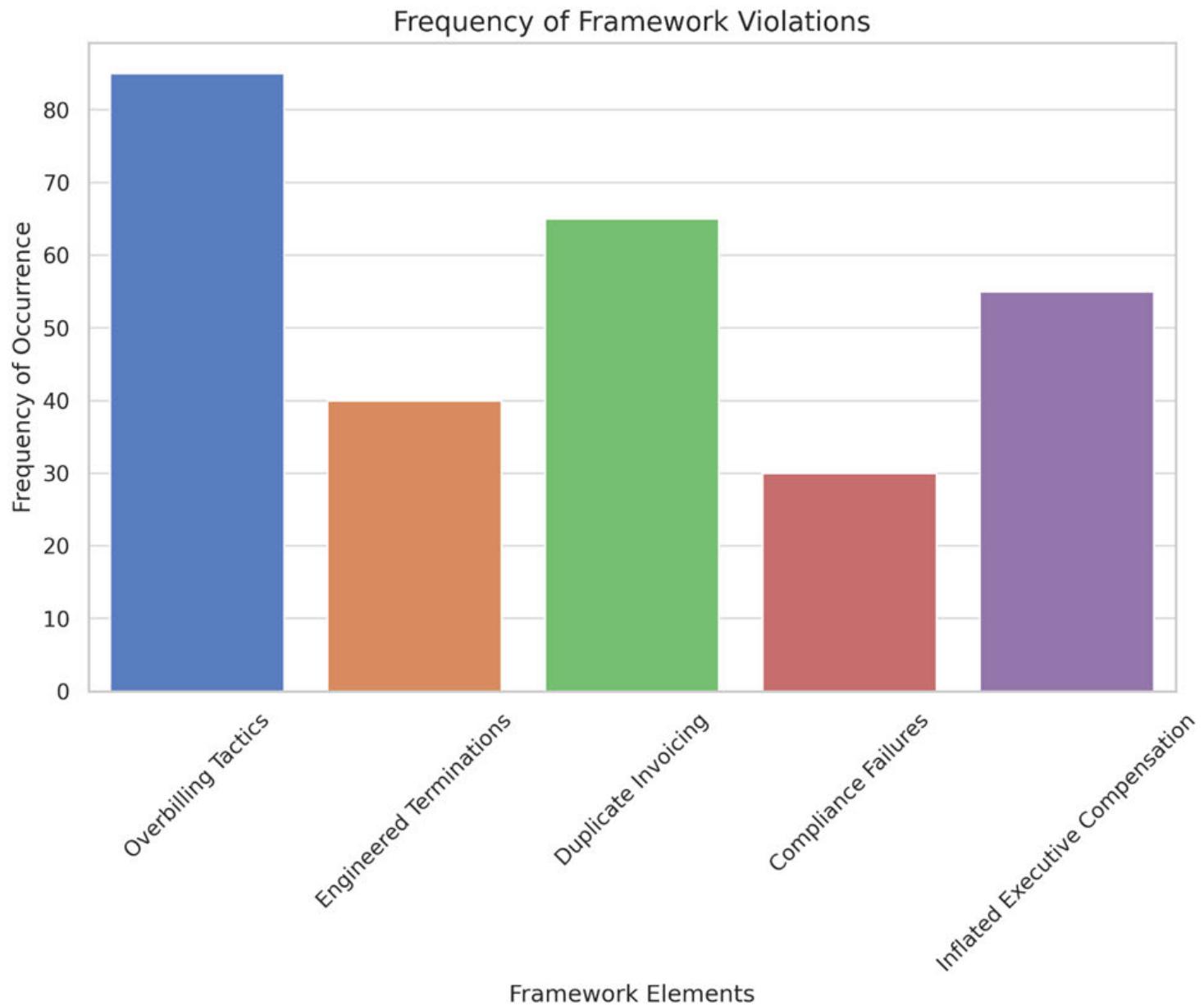


Exhibit C (cont'd) to Affidavit of Matthew J. Lynch

Referenced attachment (Jan 6 2025 - Scheduling Hearing.m4a) will be provided to the Court in native form.